

**Argonne National Laboratory's
Women in Science and Technology (WIST) Program Survey
With Numerical Results
(no written responses/comments yet)**

As stated in the cover memo, all results will be kept strictly confidential and reported only as grouped values that do not allow identification of individual responders. Please return the survey to **Kirsten Laurin-Kovitz, TD, Bldg. 315 Rm. L215**. If you have any questions or concerns about the survey, you may contact Kirsten at kirsten@anl.gov or 2-4143.

ANL WIST PROGRAM

Have you heard of Argonne's WIST program? 98 yes 5 no. If yes, how did you hear about WIST?

45 Attendance at WIST-related events

41 From female colleague(s)

40 Argonne News

Other: Invitations to WIST events; Argonne website (3x); Was WIST founder (2x); SCSW conference; Division; Section Manager; Email announcement; Long-time participant; DOE program review ~10 y ago

Have you participated in WIST activities? 33 currently 49 in the past 32 no
Which of the following WIST activities have you heard of (HO) or participated in (PI)?

HO PI

84 60 Science Careers in Search of Women Conference (annual careers conference for high school young women)

66 37 WIST-initiated Lab Director's Special Colloquia (N Hopkins, MIT, '00; V Valian, Hunter Coll, '01)

63 47 First Friday Forum (informal monthly noontime discussion among Laboratory women)

55 10 WIST Steering Committee (guides WIST Program Initiator)

51 2 WIST Program Initiator (WPI: position held by ANL S&T woman; appointed by Lab Director; paid to invest 30% effort over 2 y period to help initiate WIST activities)
(i.e. Have

you been WPI?)

50 29 WIST Technical Symposia (featuring ANL S&T women and Chicago area graduate students and postdocs; held at ANL 1994, 1996)

42 9 Saturday Science at Argonne lecture series (New hands-on lecture series by ANL S&T women for high school young women and men)

40 26 WISTALK (email network among women at ANL)

Other Graduate school mentoring days; Lunches with female grad students; Visitor's center kiosk; Luncheons with female students and faculty; Monthly ANL-W meetings and service projects (3x)

Comments: 6 comments submitted (being summarized to eliminate potential ID of authors)

Please rate the following goals **for WIST** at Argonne (fill in appropriate numbers).

1 Very Important **2** Important **3** Somewhat Important **0** Not Important/Not Applicable

Numbers given are: weighted score of importance (# of 1's x 5 + 2's x 3 + 3's) followed by # of 1's; 2's; 3's; 0's Answers are listed high to low according to weighted score of importance

404 66 22 8 2 Pay equity

<u>403</u>	<u>66</u>	<u>22</u>	<u>7</u>	<u>2</u>	Status/Grade level equity
<u>380</u>	<u>54</u>	<u>35</u>	<u>5</u>	<u>1</u>	Women's career development
<u>355</u>	<u>53</u>	<u>26</u>	<u>12</u>	<u>5</u>	Promotion of women
<u>354</u>	<u>49</u>	<u>32</u>	<u>13</u>	<u>3</u>	Networking among ANL women
<u>347</u>	<u>49</u>	<u>29</u>	<u>15</u>	<u>4</u>	Recognition of women's technical achievements
<u>342</u>	<u>46</u>	<u>33</u>	<u>13</u>	<u>2</u>	Women's personal & professional development
<u>331</u>	<u>45</u>	<u>30</u>	<u>16</u>	<u>5</u>	Research resources equity (Lab space, Division funds, LDRD funds, etc.)
<u>317</u>	<u>41</u>	<u>31</u>	<u>19</u>	<u>3</u>	Recruitment of women
<u>314</u>	<u>35</u>	<u>41</u>	<u>16</u>	<u>3</u>	Mentoring
<u>289</u>	<u>36</u>	<u>28</u>	<u>25</u>	<u>6</u>	Education on women's issues
<u>259</u>	<u>24</u>	<u>36</u>	<u>31</u>	<u>4</u>	Outreach to external S&T women & students
<u>252</u>	<u>26</u>	<u>31</u>	<u>29</u>	<u>9</u>	Diversity-sensitivity training for management

Other:

- Training for management not only with respect to diversity issues, retention of ST women
- Retention of women - what changes can be made in work environment to recruit and retain qualified women
- Equity in opportunities
- Recognition of women's accomplishments
- Diversity sensitivity evaluation for management
- Support group - educated and career women are a minority and it's important to know we're not alone!
- Helping ANL employees (thru establishment of formal programs) to deal with issues such as child care/old parent care which are typically faced by women; promoting job sharing or part time or care networks are possible things to support

Comments: 13 comments submitted (being summarized to eliminate potential ID of authors).

Of the goals listed above, please identify below which four are most important to **YOU** as a woman in science and technology at Argonne:

Numbers given are: weighted score of importance (# of 1's x 5 + 2's x 4 + 3's x 3 + 4's x 2 + 5's) followed by # of 1st's; 2nd's; 3rd's; 4th's; 5th's Answers are listed high to low by weighted score

<u>228</u>	<u>23</u>	<u>15</u>	<u>13</u>	<u>7</u>	<u>0</u>	Pay equity
<u>185</u>	<u>13</u>	<u>20</u>	<u>10</u>	<u>5</u>	<u>0</u>	Status/Grade level equity
<u>156</u>	<u>12</u>	<u>11</u>	<u>15</u>	<u>3</u>	<u>1</u>	Women's career development
<u>106</u>	<u>5</u>	<u>6</u>	<u>13</u>	<u>9</u>	<u>0</u>	Promotion of women
<u>93</u>	<u>4</u>	<u>11</u>	<u>5</u>	<u>7</u>	<u>0</u>	Recognition of women's technical achievements
<u>92</u>	<u>8</u>	<u>5</u>	<u>8</u>	<u>4</u>	<u>0</u>	Networking among ANL women
<u>90</u>	<u>6</u>	<u>10</u>	<u>2</u>	<u>7</u>	<u>0</u>	Women's personal & professional development
<u>89</u>	<u>8</u>	<u>4</u>	<u>7</u>	<u>6</u>	<u>0</u>	Mentoring
<u>69</u>	<u>5</u>	<u>2</u>	<u>6</u>	<u>9</u>	<u>0</u>	Research resources equity (Lab space, Division funds, LDRD funds, etc.)
<u>44</u>	<u>3</u>	<u>5</u>	<u>1</u>	<u>3</u>	<u>0</u>	Outreach to external S&T women & students
<u>33</u>	<u>3</u>	<u>0</u>	<u>3</u>	<u>4</u>	<u>1</u>	Recruitment of women
<u>29</u>	<u>2</u>	<u>2</u>	<u>2</u>	<u>2</u>	<u>1</u>	Diversity-sensitivity training for management
<u>26</u>	<u>1</u>	<u>2</u>	<u>0</u>	<u>6</u>	<u>1</u>	Education on women's issues
<u>11</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>2</u>	<u>0</u>	Other

Comments: 15 comments submitted (being summarized to eliminate potential ID of authors).

What do you think WIST should be doing to address WIST issues?

44 responses submitted (being summarized to eliminate potential ID of authors).

ARGONNE ENVIRONMENT

Note that you will be asked to communicate how you perceive your own position at Argonne and also your perception of the position of ANL women scientists/engineers in general. Though your perception may feel like it is not based on firm data, the collective survey results may help to identify the need for more data regarding a given issue.

In a number of places, you will be asked to compare your position to that of a group of your 'comparable peers', i.e., peers with similar credentials, skills and grade level, who may be male or female. To do this in a meaningful way, you may first want to specifically identify a small group of persons whom you consider to be your comparable peers at Argonne.

Please rate the following statements using the scale provided below (fill in each blank with the appropriate number)

1 Strongly Agree **2** Agree **3** Neutral
4 Disagree **5** Strongly Disagree **0** Not Applicable to Me or Don't Know

Numbers given are: weighted score for extent of agreement (# of 1's x 5 + 2's x 4 + 3's x 3 + 4's x 2 + 5's); # of 1's; 2's; 3's; 4's; 5's Note: If all responders strongly agreed, the weighted score for a given statement would be 5 x 103 = 515. For each category, answers are listed high to low by weighted score.

Job Satisfaction

468 51 46 9 1 0 My work at Argonne is important.

405 25 55 16 5 2 My work at Argonne is enjoyable.

392 18 58 18 7 2 I am generally happy in my work.

325 16 30 25 21 8 I would advise young female students to take the path I did.

Comments: 23 comments submitted (being summarized to eliminate potential ID of authors).

Salary & Grade Level **Note: All responders strongly agree on statement = 515 weighted score.**

308 8 40 19 20 11 My salary level is appropriate to my knowledge, skills and experience.

286 8 38 11 23 15 My grade level is appropriate to my knowledge, skills and experience.

243 9 27 12 20 14 My grade level is currently equitable with that of my comparable peers.

210 8 17 14 24 12 My grade level will continue to increase equitably with that of my comparable peers

202 7 19 16 15 13 My salary level is currently equitable with that of my comparable peers

201 5 16 16 27 10 My salary level will continue to increase equitably with that of my comparable peers

149 0 12 12 26 13 In general, there is equity in salary/grade level for Argonne women scientists/engineers relative to their comparable peers

87 1 5 9 11 13 I can access information regarding equity of my own salary and grade level from HR's Diversity Program Office

Comments: 15 comments submitted (being summarized to eliminate potential ID of authors).

Recognition & Benefits **Note: All responders strongly agree on statement = 515 weighted score.**

441 51 39 8 3 0 I consider work benefits other than salary and grade level to be important (professional recognition, job assignments, access to in-house funds, Lab-wide committee assignments, travel).

[338](#) [18](#) [38](#) [20](#) [14](#) [8](#) I have attained recognition at Argonne in ways other than salary and grade level.

[266](#) [10](#) [33](#) [14](#) [17](#) [8](#) I have attained these other work benefits at Argonne at a level and of a kind similar to those of my comparable peers

[256](#) [10](#) [31](#) [16](#) [13](#) [8](#) I will continue to attain recognition at Argonne in ways other than salary and grade level similar to my comparable peers

[192](#) [4](#) [20](#) [12](#) [24](#) [8](#) Recognition & benefits other than salary and grade level for Argonne women scientists/engineers is equitable relative to their comparable peers

Comments: [17 comments submitted \(being summarized to eliminate potential ID of authors\)](#).

Resources Note: All responders strongly agree on statement = 515 weighted score.

[258](#) [14](#) [39](#) [7](#) [4](#) [3](#) I have access to appropriate lab space

[245](#) [13](#) [38](#) [6](#) [4](#) [2](#) My access to lab space is similar to that of my comparable peers

[204](#) [9](#) [27](#) [10](#) [6](#) [9](#) I am able to take control of or redirect my research as allowed in my job description.

[147](#) [8](#) [12](#) [6](#) [13](#) [15](#) I currently have, or in the past have received, research program funds from within my division

[185](#) [6](#) [22](#) [11](#) [12](#) [10](#) My access is similar to that of my comparable peers

I have submitted group effort research proposals in response to the suggestions/encouragement of

[165](#) [11](#) [22](#) [1](#) [8](#) [3](#) my management

[133](#) [7](#) [18](#) [2](#) [9](#) [2](#) my peers

[144](#) [12](#) [11](#) [5](#) [10](#) [5](#) I have received or expect to receive research funding for said efforts.

I have submitted individual research proposals in my area(s) of interest based on the guidance/encouragement of

[115](#) [7](#) [13](#) [2](#) [8](#) [6](#) my management

[100](#) [2](#) [13](#) [5](#) [10](#) [5](#) my peers

[107](#) [7](#) [9](#) [2](#) [12](#) [6](#) I have received or expect to receive research funding for said efforts.

Comments: [15 comments submitted \(being summarized to eliminate potential ID of authors\)](#).

Work Environment Note: All responders strongly agree on statement = 515 weighted score.

[408](#) [28](#) [54](#) [13](#) [5](#) [3](#) My workplace environment is acceptable

[295](#) [11](#) [34](#) [19](#) [21](#) [5](#) I am included in impromptu hallway/lunchtime technical and strategy discussions to the same extent as my peers.

[232](#) [4](#) [28](#) [20](#) [19](#) [2](#) Overall, the ideas of Argonne women scientists and engineers are listened to equally to those of their peers.

[203](#) [7](#) [10](#) [11](#) [29](#) [37](#) I hear inappropriate jokes/comments/rumors that negatively impact my communication and relationship with co-workers and supervisors.

In group meetings, my ideas are listened to equally to those of others in the group

[371](#) [23](#) [52](#) [13](#) [3](#) [3](#) by my peers

[339](#) [15](#) [47](#) [19](#) [8](#) [3](#) by my management

[198](#) [5](#) [21](#) [18](#) [15](#) [5](#) Overall, S&T women at Argonne are included in impromptu hallway/lunchtime technical and strategy discussions to the same extent as their peers.

Comments: [22 comments submitted \(being summarized to eliminate potential ID of authors\)](#).

Mentoring & Career Development [Note: All responders strongly agree on statement = 515 weighted score.](#)

[249](#) [7](#) [26](#) [19](#) [16](#) [21](#) My division management has been helpful to me regarding my career and skillset development

[221](#) [11](#) [24](#) [3](#) [20](#) [21](#) I currently have, or have had, a mentor at Argonne

[212](#) [7](#) [24](#) [8](#) [21](#) [15](#) I currently am, or have been, a mentor to a co-worker at Argonne

[141](#) [2](#) [3](#) [16](#) [16](#) [39](#) Argonne HR has been helpful to me regarding my career and skillset development

Comments: [16 comments submitted \(being summarized to eliminate potential ID of authors\).](#)

Career Advancement [Note: All responders strongly agree on statement = 515](#)

[435](#) [50](#) [39](#) [8](#) [2](#) [1](#) Career advancement is important to me.

[301](#) [23](#) [34](#) [13](#) [5](#) [1](#) I perceive major barriers/concerns regarding my career advancement.

These include:

[259](#) [23](#) [24](#) [7](#) [13](#) [1](#) "Good ole' boy" system

[257](#) [21](#) [19](#) [16](#) [12](#) [4](#) Lack of opportunities or assignments required to advance

[236](#) [16](#) [21](#) [15](#) [12](#) [3](#) "Glass ceiling" constraints

[227](#) [16](#) [19](#) [12](#) [15](#) [5](#) Work/Family balance

[218](#) [13](#) [20](#) [12](#) [16](#) [5](#) Lack of effective management accountability and understanding regarding diversity issues

[212](#) [9](#) [21](#) [16](#) [16](#) [3](#) Non-supportive Lab culture

[148](#) [4](#) [11](#) [8](#) [21](#) [18](#) Lack of essential skills or confidence to advance

[13](#) [1](#) [2](#) [0](#) [0](#) [0](#) Other _____

[304](#) [34](#) [21](#) [6](#) [11](#) [10](#) Family responsibilities have had or will have a significant impact on my career advancement.

[256](#) [30](#) [15](#) [11](#) [4](#) [5](#) On-site daycare is important.

Comments: [18 comments submitted \(being summarized to eliminate potential ID of authors\).](#)

Additional Questions

What areas of Laboratory responsibility might you like to try in the future?

[35](#) group leader [22](#) section leader [13](#) administrative research
[13](#) associate division director [15](#) division director [15](#) Laboratory management
[12](#) WIST program initiator [34](#) Lab-wide committees other

Comments: [7 comments submitted \(being summarized to eliminate potential ID of authors\).](#)

What additional funding, training, or support, if any, would be helpful to your career?

[34 responses submitted \(being summarized to eliminate potential ID of authors\).](#)

What support policies, procedures, or personnel items might be of help to you or your family?

[17 responses submitted \(being summarized to eliminate potential ID of authors\).](#)

Would you like to be included on the WISTTALK email network? ____ Yes ____ no

email address: [all persons who asked to be included are now subscribed!](#)

DEMOGRAPHICS:

This information will be kept confidential and used strictly for the purpose of obtaining statistics. No data will be communicated that allows individuals to be identified.

What is your age?

1.Under 25 years	1
2.25-34 years	16
3.35-44 years	39
4.45-54 years	28
5.55 years or over	<u>16</u>
Total:	100

What is your gender?

1.M	0
2.F	102

What is your job category?

1.Scientific/Engineering Assistant, Scientific Associate, Engineering Specialist	14
2.Assistant Scientist/Engineer	16
3.Scientist/Engineer	38
4.Senior Scientist/Engineer	7
5.Post Doctoral Appointee	8
6.Other Professional:	<u>17</u>
Total:	100

What is your primary job function?

1.basic/applied research	59
2.research support	19
3.research administration/management	7
4.program management	8
5.other	<u>8</u>
Total:	101

How long have you been employed at Argonne as regular staff?

1.less than 5 years	37
2.5-14 years	40
3.15-24 years	13
4.25-34 years	6
5.35 years or more	<u>0</u>
Total:	96

How long have you been/were you employed at Argonne as temporary/other staff?

1.less than 5 years	52
2.5-14 years	19
3.15-24 years	1
4.25-34 years	0
5.35 years or more	1
6.No answer	<u>30</u>
Total:	103

What is your highest degree?

1.Associate degree	2
2.Bachelor (B.S. or B.A.)	11
3.Master (M.S., M.A. or M.B.A)	29
4.Doctorate (Ph.D. or M.D.)	56
5.Other	<u>2</u>
Total:	100

Years since receiving highest degree?

1.less than 5 years	24
2.5-14 years	35
3.15-24 years	28
4.25-34 years	9
5.35 years or more	<u>5</u>
Total:	101

In which field did you receive your highest degree? _____

Do you have degrees in multiple disciplines? 37 yes 59 no
Total: 96

What is your grade level ?

1.600 series	10
2.700-703	9
3.704-705	29
4.706-707	31
5.708 and above	8
6.800 series	1
7.other	<u>3</u>
Total:	91

Years at current grade level

1.less than 5 years	67
2.5-14 years	26
3.15-24 years	1
4.25-34 years	0
5.35 years or more	<u>0</u>
Total:	94

What is your division?

APS	1111111111
BIO	1111111111
CHM	1111111111
CMT	1111111111
DIS	111
EAD	11111
EQO	1
ER	11
ES	111

HEP 11
IPD 1
IPNS 11
MCS 111111
MSD 1111111
ENT 111111
OSS 1
PBCS 1
PHY 1
RAE 11
RPS 1111
TD 111

Total: 79 responders identified their division

Name (optional) _____

Additional Comments: 27 comments submitted (being summarized to eliminate potential ID of authors).